

OPTIONS FOR CLIENTS AT COMPLETION OF EMPLOYMENT DISCUSSION

(Options are not exclusive of each other and may occur simultaneously)

MEET YOU WHERE YOU'RE AT MODEL

Counselor/Client Meeting

Structured meeting to develop focus area.
May include evaluator and/or placement

PLACEMENT (Employment Specialist working with job seekers and selling job seekers to employers)

- Counselor/Client decides client is ready for immediate placement (Client may or may not have job readiness factors solidified).
- Placement Specialist sells clients to business for permanent employment position or Rapid Engagement.

Rapid Engagement

(Includes volunteering, tours, mock interviews, job shadowing, informational interviews, OJE, OJT)

- Leverage individuals to get into employment sites.
- Business open to training/evaluation/exploration with no obligation.

Meeting between Counselor/Client to discuss rationale for next steps
(May include Placement and/or Evaluation Specialist)

- Clients who have an identified interest in an occupation.
- Client may be uncertain if they have the physical stamina and/or capabilities to work or perform a certain job.
- Clients who are uncertain if a position is a good fit.
- Client identifying if the working environment is conducive to their needs.
- Clients understanding if the position is consistent with their disability and the vocational implications of it.
- Client needing to understand the soft skills needed for future employment.
- Individuals with long gaps in work history needed for employment.
- VR clients who have specific barriers that make placing individuals difficult (e.g. criminal history, gaps in work history or not history)

DISCOVERY PHASE (Completed by counselor and/or evaluator to refine career choice)

- Client is ambivalent on job interests.
- Client wants to pursue post-secondary training and no data to support it.
- Counselor/client feel the client is not well matched or well prepared and may cause disruption on employment site.
- Client is uncertain of their current skills and abilities and can be easily assessed in an in-house evaluation (e.g. clerical).

VR SERVICES INITIATED

- Client wants to pursue miscellaneous or post-secondary training and all data supports it without further assessment.
 - May need to refer for rapid engagement for work related experience in area of study.